

## CNL-664A Topic 2 Choosing a Mentor to Support Your Counseling Practice Template

**Directions:** As an emerging counselor, having a professional mentor is vital to your counselor identity development. Use the following template to develop a plan to effectively choose a mentor.

Mentorship Prompts	Address each of the following prompts in 100-150 words.
<p><b>Mentorship and Supervision:</b> Compare the similarities and differences between mentorship and supervision.</p>	<p>The similarities of mentorship and supervision is the that both assist with professional development. Both mentor and supervisor can help with developing growth in skills, competence, and professional identity. Both provide guidance and feedback and are sustained by building rapport and, understanding and trust. Both provide professional feedback and exhibit professional norms, values, and decision making.</p> <p>The differences between mentorship and supervision is mentorship focuses on the personal aspect as well as the professional aspect of the relationship. Mentorship is more collaborative and focuses on navigating the field of study.</p>
<p><b>Mentorship Characteristics and Skills:</b> Discuss the characteristics and skills important for selecting a professional mentor (e.g., experience/professional background, mentorship style, availability).</p>	<p>The main characteristic that is imperative to the mentorship relationship would be the level of rapport the mentee and mentor along with commitment to the mentorship relationship which includes reliability. Secondly, the mentor and mentee should have strong communication skills and are willing to engage in very honest dialogue and also willingness to provide constructive feedback when necessary.</p>
<p><b>Professional Mentor Support Goals:</b> Describe the goals (SMART) the CIT aims to achieve with professional mentor's support.</p>	<p>A SMART goal a mentor and mentee can have is the establishment and goal of enhance professional identity and confidence:</p> <p>Specific: reflective discussions about professional identity  Measurable: engage in a minimum of two reflective discussions per month about the CITs experiences in the counseling field.  Achievable: provide concrete and constructive feedback.  Relevant: providing constructive feedback will create and support growth and accountability of the mentee.  Time-bound: review progress bi-weekly.</p>